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Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung
benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No 1545-0047

2008Open to Public
Inspection**A For the 2008 calendar year, or tax year beginning JUL 1, 2008 and ending JUN 30, 2009**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input checked="" type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization UNITED WAY OF LANCASTER COUNTY Doing Business As Number and street (or P O box if mail is not delivered to street address) Room/suite 630 JANET AVE City or town, state or country, and ZIP + 4 LANCASTER, PA 17601-4589	D Employer identification number 23-1352093
	E Telephone number (717) 394-0731	G Gross receipts \$ 8,904,574.
	H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions) H(c) Group exemption number ▶	
	I Tax-exempt status: <input checked="" type="checkbox"/> 501(c) (3) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 J Website: ▶ WWW.UWLANC.ORG K Type of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ L Year of formation 1937 M State of legal domicile PA	

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities. TO BUILD A STRONGER LANCASTER COUNTY BY MOBILIZING THE CARING POWER OF OUR COMMUNITY BY CONDUCTING		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	56
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	0
Revenue	5	Total number of employees (Part V, line 2a)	5	37
	6	Total number of volunteers (estimate if necessary)	6	3865
	7a	Total gross unrelated business revenue from Part VIII, line 12, column (E)	7a	0.
	7b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.
Expenses	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	9,859,733.	8,644,494.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	148,109.	151,880.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9d, 10e, and 11e)	128,487.	-47,649.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	59,013.	46,081.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	10,195,342.	8,794,806.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	7,049,912.	6,969,342.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	89,914.	
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	1,201,505.	1,374,352.
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 664,097.		
Net Assets or Fund Balances	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	745,928.	759,463.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	9,087,259.	9,103,157.
	19	Revenue less expenses. Subtract line 18 from line 12	1,108,083.	-308,351.
	20	Total assets (Part X, line 16)	Beginning of Year	End of Year
21	Total liabilities (Part X, line 26)	8,575,181.	7,470,772.	
22	Net assets or fund balances. Subtract line 21 from line 20	3,267,095.	3,359,002.	
		5,308,086.	4,111,770.	

Part II Signature Block

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
	Signature of officer <i>John K. Herr</i> JOHN K. HERR TREASURER	Date 1/15/10		
Paid Preparer's Use Only	Preparer's signature <i>Stephen A. Kallay</i> STEPHEN A. KALLAY	Date 1/13/10	Check if self-employed <input type="checkbox"/>	Preparer's identifying number (see instructions) EIN ▶
	Firm's name (or yours if self-employed), address, and ZIP + 4 TROUT EBERSOLE & GROFF LLP 1705 OREGON PIKE LANCASTER PA 17601		Phone no ▶ (717) 569-2900	

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

832001 12-18-08

LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2008)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

615 24

SCANNED JAN 29 2010

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission:

TO BUILD A STRONGER LANCASTER COUNTY BY MOBILIZING THE CARING POWER OF
OUR COMMUNITY BY CONDUCTING A FUNDRAISING CAMPAIGN AND DISTRIBUTING
RESOURCES TO VARIOUS HUMAN SERVICE AGENCIES LOCATED IN LANCASTER
COUNTY

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If "Yes", describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If "Yes", describe these changes on Schedule O.

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 6,969,342. including grants of \$) (Revenue \$)

MOBILIZE THE COMMUNITY ASSETS NEEDED TO IMPLEMENT STRATEGIES AND
ACHIEVE MEANINGFUL RESULTS TO IMPROVE LIVES.

4b (Code:) (Expenses \$ 245,961. including grants of \$) (Revenue \$)

IMPROVE THE LIVES OF CHILDREN FROM BIRTH TO EIGHT YEARS OF AGE, FOCUS
ON PREVENTION, LEVERAGE NEW RESOURCES AND EDUCATE THE COMMUNITY.

4c (Code:) (Expenses \$ 186,854. including grants of \$) (Revenue \$)

PROVIDE INFORMATION AND REFERRALS ON SOCIAL, HEALTH AND OTHER HUMAN
SERVICES THROUGH, BUT NOT LIMITED TO, DIRECTORIES AND LISTINGS,
TELEPHONE ASSISTANCE, AND AGENCY CONSULTATIONS.

4d Other program services. (Describe in Schedule O)

(Expenses \$ 673,204. including grants of \$) (Revenue \$)

4e Total program service expenses ► \$ 8,075,361. (Must equal Part IX, Line 25, column (B).)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>		
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
13 Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the U.S.?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? ..		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X

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Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>	28a X	
b Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29 X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	34	X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35	X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	2	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	37	
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
4b	If "Yes," enter the name of the foreign country: _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		X
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		X
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7d	If "Yes," indicate the number of Forms 8282 filed during the year		
7e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		X
7h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
9a	Did the organization make any taxable distributions under section 4966?		
9b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter: N/A		
10a	Initiation fees and capital contributions included on Part VIII, line 12		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter: N/A		
11a	Gross income from members or shareholders		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A		

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Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**Section A. Governing Body and Management**

For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

	Yes	No
1a Enter the number of voting members of the governing body		
1b Enter the number of voting members that are independent		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	X	
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	X	
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9a Does the organization have local chapters, branches, or affiliates?		X
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?		
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	X	
11 Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a The organization's CEO, Executive Director, or top management official?	X	
b Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions)	X	
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **PA**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **▶**
JOHN HERR, TREASURER - (717) 394-0731
630 JANET AVE; LANCASTER, PA 17601-4589

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees, highest compensated employees, and former such persons

☐ Check this box if the organization did not compensate any officer, director, trustee, or key employee

[illegible]

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Total								312,433.	0.	37,583.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization 1

- 3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. **NONE**

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization 0

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a	Federated campaigns	1a	8,044,705.			
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	599,789.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f				
	g	Noncash contributions included in lines 1a-1f \$		137,341.			
	h	Total. Add lines 1a-1f		864,449.			
	Program Service Revenue	2 a	DONOR CHOICE ADMIN FEE	Business Code 561000	120,158.	120,158.	
b		MANAGEMENT FEE	561000	31,237.	31,237.		
c		DIRECTORY SALES	541800	485.	485.		
d							
e							
f		All other program service revenue					
g		Total. Add lines 2a-2f		151,880.			
Other Revenue		3	Investment income (including dividends, interest, and other similar amounts)		62,119.		
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross Rents	(i) Real (ii) Personal				
	b	Less: rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
	b	Less: cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)		-109,768.		-109,768.	
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a				
	b	Less: direct expenses	b				
	c	Net income or (loss) from fundraising events					
	9 a	Gross income from gaming activities See Part IV, line 19	a				
	b	Less: direct expenses	b				
	c	Net income or (loss) from gaming activities					
10 a	Gross sales of inventory, less returns and allowances	a					
b	Less: cost of goods sold	b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue			Business Code				
11 a	OTHER REVENUE - RELATE	900099	46,081.	46,081.			
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d		46,081.				
12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		879,480.	197,961.	0.	-47,649.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	6,969,342.	6,969,342.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,100,637.	580,301.	201,069.	319,267.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	1,698.	873.	314.	511.
9 Other employee benefits	185,361.	88,496.	37,480.	59,385.
10 Payroll taxes	86,656.	45,258.	16,354.	25,044.
11 Fees for services (non-employees):				
a Management				
b Legal	4,365.		4,365.	
c Accounting	29,920.	12,681.	7,004.	10,235.
d Lobbying				
e Professional fundraising services See Part IV, line 17				
f Investment management fees				
g Other	110,614.	98,347.	546.	11,721.
12 Advertising and promotion	145,877.	52,112.	925.	92,840.
13 Office expenses	66,122.	34,206.	9,382.	22,534.
14 Information technology	13,913.	6,682.	3,311.	3,920.
15 Royalties				
16 Occupancy	74,685.	36,954.	18,167.	19,564.
17 Travel	24,575.	7,111.	6,639.	10,825.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	88,746.	41,189.	5,410.	42,147.
20 Interest				
21 Payments to affiliates	86,912.	44,634.	16,100.	26,178.
22 Depreciation, depletion, and amortization	29,274.	15,046.	5,299.	8,929.
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a EQUIPMENT RENTAL AND MA	39,451.	16,125.	12,501.	10,825.
b MISCELLANEOUS EXPENSE	22,404.	14,886.	14,341.	-6,823.
c DUES-UNITED WAY OF PA	14,166.	7,275.	2,624.	4,267.
d INSURANCE	8,439.	3,843.	1,868.	2,728.
e				
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	9,103,157.	8,075,361.	363,699.	664,097.
26 Joint Costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	1,478,742.	1	1,178,079.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	3,469,336.	3	2,941,480.
	4 Accounts receivable, net	58,833.	4	160,370.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	10,688.	9	11,865.
	10a Land, buildings, and equipment: cost basis	406,635.		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	338,059.		
		82,252.	10c	68,576.
	11 Investments - publicly traded securities	2,567,749.	11	2,372,907.
	12 Investments - other securities. See Part IV, line 11	868,305.	12	679,043.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	39,276.	15	58,452.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	8,575,181.	16	7,470,772.	
Liabilities	17 Accounts payable and accrued expenses	1,376,845.	17	1,457,111.
	18 Grants payable	1,744,573.	18	1,672,355.
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	145,677.	25	229,536.
	26 Total liabilities. Add lines 17 through 25	3,267,095.	26	3,359,002.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	1,026,312.	27	38,279.
	28 Temporarily restricted net assets	3,322,368.	28	3,302,330.
	29 Permanently restricted net assets	959,406.	29	771,161.
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	5,308,086.	33	4,111,770.
	34 Total liabilities and net assets/fund balances	8,575,181.	34	7,470,772.

Part XI Financial Statements and Reporting

	Yes	No
1 Accounting method used to prepare the Form 990. <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
b Were the organization's financial statements audited by an independent accountant?	X	
c If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b If "Yes," did the organization undergo the required audit or audits?		

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number

23-1352093

Part I	Reason for Public Charity Status (All organizations must complete this part) (see instructions)
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The organization is not a private foundation because it is: (Please check only **one** organization)

- 1** ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.

2 ☐ A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E.)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**. (Attach Schedule H.)

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.

7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

9 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete the Part III.)

10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**. (see instructions)

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3)**. Check the box that describes the type of supporting organization and complete lines 11e through 11h.

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?

(ii) A family member of a person described in (i) above?

(iii) A 35% controlled entity of a person described in (i) or (ii) above?

h Provide the following information about the organizations the organization supports.

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

[illegible]**Total**

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule A (Form 990 or 990-EZ) 2008

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	9,335,101.	9,546,198.	9,078,470.	9,094,462.	8,630,710.	45,684,941.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 - 3	9,335,101.	9,546,198.	9,078,470.	9,094,462.	8,630,710.	45,684,941.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1,242,786.
6 Public Support. Subtract line 5 from line 4						44,442,155.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	9,335,101.	9,546,198.	9,078,470.	9,094,462.	8,630,710.	45,684,941.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	181,991.	179,709.	146,547.	63,692.	62,119.	634,058.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	22,627.	39,356.	44,255.	59,013.	46,081.	211,332.
11 Total support. Add lines 7 through 10						46,530,331.
12 Gross receipts from related activities, etc. (see instructions)					12	748,130.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	95.51	%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	92.56	%
16a 33 1/3% support test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ <input checked="" type="checkbox"/>			
b 33 1/3% support test - 2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
17a 10% -facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
b 10% -facts-and-circumstances test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>			

Schedule A (Form 990 or 990-EZ) 2008

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I)**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 - 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11, and 12)						

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ▶ ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

19a 33 1/3% support tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

b 33 1/3% support tests - 2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶ ☐

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number

23-1352093

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition d ☐ Loan or exchange programs
 b ☐ Scholarly research e ☐ Other _____
 c ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

	Amount
1c	
1d	
1e	
1f	

- c Beginning balance
 d Additions during the year
 e Distributions during the year
 f Ending balance

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	315,293.				
b Contributions					
c Investment earnings or losses	1,017.				
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	316,310.				

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ▶ .00 %
 b Permanent endowment ▶ 100.00 %
 c Term endowment ▶ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
 (ii) related organizations

	Yes	No
3a(i)	X	
3a(ii)		X
3b		

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements	58,625.		45,509.	13,116.
d Equipment	348,010.		292,550.	55,460.
e Other				
Total. Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c))				68,576.

Schedule D (Form 990) 2008

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	8,794,806.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	9,103,157.
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-308,351.
4	Net unrealized gains (losses) on investments	4	-660,430.
5	Donated services and use of facilities	5	150,393.
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-377,928.
9	Total adjustments (net). Add lines 4-8	9	-887,965.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	-1,196,316.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	5,929,781.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	150,393.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	-660,430.
e	Add lines 2a through 2d	2e	-510,037.
3	Subtract line 2e from line 1	3	6,439,818.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	2,354,988.
c	Add lines 4a and 4b	4c	2,354,988.
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	8,794,806.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	7,126,097.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	114,293.
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	263,635.
e	Add lines 2a through 2d	2e	377,928.
3	Subtract line 2e from line 1	3	6,748,169.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	2,354,988.
c	Add lines 4a and 4b	4c	2,354,988.
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	9,103,157.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

PART V, LINE 4: THE ENDOWMENT FUNDS ARE HELD FOR THE PURPOSE OF

GENERAL OPERATIONS AND RESTRICTED FOR USE FOR GIRLS AND WOMEN'S PROGRAMS.

PART XI, LINE 8 - OTHER ADJUSTMENTS:

PENSION-RELATED CHANGES OTHER THAN NET PERIODIC PENSION COST: -263635.

DONATED SERVICES EXPENSES: -114293.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

Part XIV Supplemental Information (continued)

NET UNREALIZED LOSSES ON INVESTMENTS: -660430.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

DONOR DESIGNATED PLEDGES: 2354988.

PART XIII, LINE 2D - OTHER ADJUSTMENTS:

PENSION-RELATED CHANGES OTHER THAN PERIODIC PENSION COSTS: 263635.

PART XIII, LINE 4B - OTHER ADJUSTMENTS:

DONOR DESIGNATED PLEDGES: 2354988.

Grants and Other Assistance to Organizations, Governments, and Individuals in the U.S.

► Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.

► Attach to Form 990.

UNITED WAY OF LANCASTER COUNTY

Employer identification number
23-1352093

☐ Yes ☒ No

Part II

Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any

recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed

1 (a) Name and address of organization	(b) EIN	(c) IRC section	(d) Amount of	(e) Amount of	(f) Method of	(g) Description of	(h) Purpose of grant
--	---------	-----------------	---------------	---------------	---------------	--------------------	----------------------

or government	if applicable	cash grant	non-cash valuation (book, FMV, etc.)	non-cash assistance	or assistance

assistance
FIV, appraisal,
other)

ATTACHMENT

[illegible]

[illegible]

[illegible]

Enter total number of section 501(c)(3) and government organizations

Enter total number of other organizations

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

01-12-18-08 22

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

▶ **Attach to Form 990. To be completed by organizations that
answered "Yes" to Form 990, Part IV, line 23.**

OMB No 1545-0047

2008

**Open to Public
Inspection**

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number

23-1352093

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a

a Receive a severance payment or change of control payment?

b Participate in, or receive payment from, a supplemental nonqualified retirement plan?

c Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.

5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a The organization?

b Any related organization?

If "Yes," to line 5a or 5b, describe in Part III.

6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a The organization?

b Any related organization?

If "Yes" to line 6a or 6b, describe in Part III.

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

X

X

X

X

X

X

X

X

X

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2008

SCHEDULE L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Attach to Form 990 or Form 990-EZ.

▶ To be completed by organizations that answered

"Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,
or Form 990-EZ, Part V, lines 38a or 40b.

OMB No 1545-0047

2008

Open To Public
Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number

23-1352093

Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only)

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected?	
			Yes	No

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958

▶ \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization

▶ \$

Part II Loans to and/or From Interested Persons.

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a.

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c) Original principal amount	(d) Balance due	(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No

Total ▶ \$

Part III Grants or Assistance Benefiting Interested Persons.

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of grant or type of assistance

Part IV Business Transactions Involving Interested Persons.

To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
BARBARA KELLAM (CREATIVE P	BOARD MEMBER	20,646.	PAID \$20,64		X
NANCY TULLI	BOARD MEMBER	25,000.	VENDOR RELA		X

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule L (Form 990 or 990-EZ) 2008

SEE SCHEDULE O FOR SCHEDULE L CONTINUATIONS

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

NonCash Contributions

► To be completed by organizations that answered
"Yes" on Form 990, Part IV, lines 29 or 30.

► Attach to Form 990.

OMB No 1545-0047

2008
Open to Public
Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number

23-1352093

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications	X		4,258.	THRIFT VALUE
5 Clothing and household goods	X		8,926.	THRIFT VALUE
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	23	123,557.	QUOTED MARKET PRICES
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution (historic structures)				
14 Qualified conservation contribution (other)				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► (OFFICE SUPPLI)	X	1	600.	THRIFT VALUE
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions
for which the organization completed Form 8283, Part IV, Donee Acknowledgment

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for
at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for
the entire holding period?

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash
contributions?

b If "Yes," describe in Part II.

33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked,
describe in Part II.

	Yes	No
30a		X
31		X
32a		X
33		

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2008

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number
23-1352093

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

A FUNDRAISING CAMPAIGN AND DISTRIBUTING RESOURCES TO VARIOUS HUMAN
SERVICE AGENCIES LOCATED IN LANCASTER COUNTY

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

MARKET, COMMUNICATE AND ARTICULATE UNITED WAY'S MISSION, VISION, AND
COMMUNITY IMPACT WORK IN ORDER TO CONNECT WITH A VARIETY OF TARGET
AUDIENCES.

EXPENSES \$ 151468. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

INFORM, INTERVIEW AND REFER INTERESTED INDIVIDUALS TO APPROPRIATE
VOLUNTEER OPPORTUNITIES; PROVIDE CONSULTATION AND TECHNICAL ASSISTANCE
TO ORGANIZATIONS FOR VOLUNTEER PROGRAMS; PREPARE

FOCUS ON THE ROOT CAUSES OF HOMELESSNESS, DEVELOP STRATEGIES TO PROVIDE
TRANSITIONAL AND PERMANENT HOUSING AND TO PREVENT HOMELESSNESS FROM
OCCURRING.

EXPENSES \$ 142860. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

INFORM, INTERVIEW AND REFER INTERESTED INDIVIDUALS TO APPROPRIATE
VOLUNTEER OPPORTUNITIES; PROVIDE CONSULTATION AND TECHNICAL ASSISTANCE
TO ORGANIZATIONS FOR VOLUNTEER PROGRAMS; PREPARE

EXPENSES \$ 134967. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

IMPROVE ACCESS AND USE OF PRIMARY MEDICAL AND DENTAL CARE, MENTAL
HEALTH AND SUBSTANCE ABUSE SERVICES AND PREVENTATIVE HEALTH

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

► Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number

23-1352093

INTERVENTIONS AMONG COUNTY RESIDENTS.

EXPENSES \$ 44467. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

KEEP STUDENTS IN SCHOOL AND ENCOURAGE COMPLETION OF A HIGH SCHOOL
EDUCATION; EXPAND LIFELONG LEARNING OPPORTUNITIES, ALLOWING ADULTS
WITHOUT A HIGH SCHOOL DEGREE TO COMPLETE THEIR EDUCATION.

EXPENSES \$ 44279. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

ENSURE QUALITY OF LIFE AND INDEPENDENCE FOR VULNERABLE INDIVIDUALS AND
THEIR FAMILIES, INCLUDING VICTIMS OF FAMILY VIOLENCE OR SEXUAL ASSAULT,
OLDER ADULTS AND PEOPLE WITH DISABILITIES.

EXPENSES \$ 35296. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

ANALYZE CURRENT AND FUTURE HUMAN NEEDS AND AVAILABILITY OF SERVICES.
IN COLLABORATION WITH PUBLIC, PRIVATE AND OTHER PARTNERS, ASSESS
COMMUNITY CONDITIONS AND IDENTIFY STRATEGIES FOR SYSTEMIC CHANGE TO
BUILD A STRONGER LANCASTER COUNTY.

EXPENSES \$ 119867. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 2: PATRICIA AND STEPHAN STOCKWELL ARE
RELATED BY MARRIAGE

FORM 990, PART VI, SECTION A, LINE 4: BYLAWS WERE AMENDED TO MODIFY TERMS
OF THE BOARD MEMBERS.

FORM 990, PART VI, SECTION A, LINE 10: AN ELECTRONIC DRAFT OF FORM 990 WAS

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number
23-1352093

PROVIDED TO THE BOARD OF DIRECTORS PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 12C: ORGANIZATION AND BOARD MEMBERS
ANNUAL REVIEW VENDORS AND KEY RELATIONSHIPS

FORM 990, PART VI, SECTION B, LINE 15: COMPENSATION IS REVIEWED WITH
PERSONNEL COMMITTEE, COMPARABLE DATA OBTAINED FROM OTHER UNITED WAY
AGENCIES.

FORM 990, PART VI, SECTION C, LINE 19: UPON REQUEST.

FORM 990, PART VI SECTION A. LINE 10
FINANCIAL OVERSIGHT

THE FINANCE COMMITTEE PROVIDES FINANCIAL OVERSIGHT

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF INTERESTED PERSON:

BARBARA KELLAM (CREATIVE PROMOTIONS PLUS, INC)

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BOARD MEMBER

(C) AMOUNT OF TRANSACTION \$ 20646.

(D) DESCRIPTION OF TRANSACTION: PAID \$20,646 FOR PROFESSIONAL SERVICES
AND PROMOTIONAL MATERIAL

(E) SHARING OF ORGANIZATION REVENUES? = NO

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

UNITED WAY OF LANCASTER COUNTY

Employer identification number
23-1352093

(A) NAME OF PERSON: NANCY TULLI

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BOARD MEMBER

(C) AMOUNT OF TRANSACTION \$ 25000.

(D) DESCRIPTION OF TRANSACTION: VENDOR RELATIONSHIP WITH WGAL. PAID
WGAL \$25,000.

(E) SHARING OF ORGANIZATION REVENUES? = NO

FORM 990, PART VI SECTION A. LINE 10

PROCESS USED TO REVIEW FORM 990

FORM 990 IS GIVEN TO THE FINANCE COMMITTEE FOR REVIEW PRIOR TO FILING

FORM 990, PART VI SECTION B. LINE 15 B

REVIEWED WITH PERSONNEL COMMITTEE, COMPARABLE DATA OBTAINED FROM OTHER
UNITED WAY AGENCIES

FORM 990, PART VI SECTION C. LINE 19

AVAILABILITY TO PUBLIC

ORGANIZATION MAKES GOVERNING DOCUMENTS AVAILABLE TO PUBLIC UPON REQUEST

UNITED WAY OF LANCASTER COUNTY

IN 23-1352093

SCHEDULE I, PART II, LINE 1

a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Donor designation pledges	N/A	501(c)(3)	1,897,081	-	N/A	N/A	Designation
American Red Cross of the Susquehanna Valley 130 W Orange Street Lancaster, PA 17604-4624	53-0196605	501(c)(3)	324,763	-	N/A	N/A	Agency Allocation
Catholic Charities 1800 Union Deposit Road Harrisburg, PA 17105-3551	23-1494791	501(c)(3)	157,697	-	N/A	N/A	Agency Allocation
Community Services of Organized Labor 375 Manor Street Lancaster, PA 17603-5198	23-1985625	501(c)(3)	131,863	-	N/A	N/A	Agency Allocation
Pressley Ridge 3500 Corporate Drive, Suite 400 Pittsburgh, PA 15237	25-0965460	501(c)(3)	324,100	-	N/A	N/A	Agency Allocation
Lancaster Day Care Center 150 S Queen Street Lancaster, PA 17603-5318	23-1352350	501(c)(3)	194,383	-	N/A	N/A	Agency Allocation
Literacy Council of Lancaster-Lebanon 38 W King Street Lancaster, PA 176603-3809	23-2373136	501(c)(3)	34,633	-	N/A	N/A	Agency Allocation
Neighborhood Services 134 South Prince Street Lancaster, PA 17608-1593	23-1642897	501(c)(3)	194,179	-	N/A	N/A	Agency Allocation
Salvation Army 131 S Queen Street Lancaster, PA 17602	13-5562351	501(c)(3)	79,901	-	N/A	N/A	Agency Allocation

UNITED WAY OF LANCASTER COUNTY

IN- 23-1352093

SCHEDULE I, PART II, LINE 1

a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Spanish American Civic Association 153 S Lime Street, Suite A Lancaster, PA 17602	23-7319993	501(c)(3)	172,132	-	N/A	N/A	Agency Allocation
Schreiber Pediatric Rehab Center 25 Community Way Lancaster, PA 17603-2396	23-1365369	501(c)(3)	129,317	-	N/A	N/A	Agency Allocation
Urban League of Lancaster County 202 South Duke Street Lancaster, PA 17602-4224	23-1661344	501(c)(3)	170,296	-	N/A	N/A	Agency Allocation
Deaf & Hard of Hearing 30 Janet Avenue Lancaster, PA 17601	23-1354342	501(c)(3)	53,063	-	N/A	N/A	Agency Allocation
Mental Health America of Lancaster County 30 Janet Avenue Lancaster, PA 17601	23-1571789	501(c)(3)	68,756	-	N/A	N/A	Agency Allocation
Compass Mark 30 Janet Avenue Lancaster, PA 17601	23-6444556	501(c)(3)	95,263	-	N/A	N/A	Agency Allocation
Southeast Lancaster Health Services 25 South Duke Street Lancaster, PA 17608-0598	23-2160896	501(c)(3)	177,265	-	N/A	N/A	Agency Allocation
Visiting Nurse Association 1811 Old Homestead Lane Lancaster, PA 17608-0788	23-2665862	501(c)(3)	80,072	-	N/A	N/A	Agency Allocation
Nelsh Mountain Medical/Dental 384 Springville Road New Holland, PA 17557-9565	23-1909490	501(c)(3)	119,434	-	N/A	N/A	Agency Allocation

UNITED WAY OF LANCASTER COUNTY

IN: 23-1352093

SCHEDULE I, PART II, LINE 1

a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Lancaster YMCA 71 E Main Street Lancaster, PA 19501	23-1244009	501(c)(3)	10,507	-	N/A	N/A	Agency Allocation
Big Brother/Big Sisters of Lancaster 30 Janet Avenue Lancaster, PA 17601	23-1696734	501(c)(3)	139,218	-	N/A	N/A	Agency Allocation
Boy Scouts of America, Pa Dutch Council 30 Janet Avenue Lancaster, PA 17601	23-1855082	501(c)(3)	123,003	-	N/A	N/A	Agency Allocation
Girl Scouts in the Heart of PA 350 Hale Avenue Harrisburg, PA 17105	24-0795960	501(c)(3)	119,979	-	N/A	N/A	Agency Allocation
Elizabethtown Child Care Center 777 S Mt Joy Street Elizabethtown, PA 17022-0253	23-1705803	501(c)(3)	65,681	-	N/A	N/A	Agency Allocation
Boy and Girls Club of Lancaster 110 South Water Street Lancaster, PA 17608-0104	23-1352044	501(c)(3)	331,843	-	N/A	N/A	Agency Allocation
Lancaster Community Alliance of Lancaster 1120 Oregon Pike Lancaster, PA 17601-4696	23-1413686	501(c)(3)	14,889	-	N/A	N/A	Agency Allocation
Lancaster Family YMCA 72 N Queen Street Lancaster, PA 17603-3096	23-1243970	501(c)(3)	167,338	-	N/A	N/A	Agency Allocation
Lancaster WCA 10 N Lime Street Lancaster, PA 17602-2990	23-1352609	501(c)(3)	333,458	-	N/A	N/A	Agency Allocation

UNITED WAY OF LANCASTER COUNTY

IN: 23-1352093

SCHEDULE I, PART II, LINE 1

a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Mid-Penn Legal Services 13 A North Front Street Harrisburg, PA 17101	23-7101191	501(c)(3)	97,349	-	N/A	N/A	Agency Allocation
Salvation Army Extension Units Box 96 Morgantown, PA 19376	13-5562351	501(c)(3)	7,804	-	N/A	N/A	Agency Allocation
The ARC of Lancaster County 30 Janet Avenue Lancaster, PA 17601	23-1658120	501(c)(3)	21,459	-	N/A	N/A	Agency Allocation
Arch Street Center 23 W Orange Street Lancaster, PA 17603-3738	23-2258376	501(c)(3)	35,174	-	N/A	N/A	Agency Allocation
WIDS Community Alliance 101 Division Street Harrisburg, PA 17110	23-2485020	501(c)(3)	45,730	-	N/A	N/A	Agency Allocation
Community Action Program 101 S Queen Street Lancaster, PA 17603	23-1667311	501(c)(3)	214,111	-	N/A	N/A	Agency Allocation
Trispus Attucks Community Center 07 Howard Avenue Lancaster, PA 17608-0894	23-2182995	501(c)(3)	36,481	-	N/A	N/A	Agency Allocation
Clare House 42-344 E Chestnut Street Lancaster, PA 17602-2708	22-2723190	501(c)(3)	27,215	-	N/A	N/A	Agency Allocation
Phranta Area Rehab Services 9 Cloister Avenue Phranta, PA 17522-1709	23-1729896	501(c)(3)	13,266	-	N/A	N/A	Agency Allocation

UNITED WAY OF LANCASTER COUNTY

IN: 23-1352093

SCHEDULE I, PART II, LINE 1

a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
June Smith Center 500 Eden Road, Bldg I Lancaster, PA 17601	23-1728154	501(c)(3)	19,499	-	N/A	N/A	Agency Allocation
utherCare 500 East Main Street Lititz, PA 17543	23-1365374	501(c)(3)	21,630	-	N/A	N/A	Agency Allocation
Nurse Family Partnership	N/A	N/A	401,170	-	N/A	N/A	Community Impact Grant
Nurse Family Partnership	N/A	N/A	-	38,375	FMV	Grant In-Kind	Grant In-Kind
Parent Child Program	N/A	N/A	152,046	-	N/A	N/A	Community Impact Grant
Miscellaneous Allocations	N/A	N/A	62,267	-	N/A	N/A	Agency Allocation
Summer Youth Initiative	N/A	N/A	22,475	-	N/A	N/A	Community Impact Grant
Public Health Department Initiative	N/A	N/A	23,146	-	N/A	N/A	Community Impact Grant
Women's Council Grant	N/A	N/A	43,750	-	N/A	N/A	Community Impact Grant
Wheels to Work Grant	N/A	N/A	872	-	N/A	N/A	Community Impact Grant
Non-cash Allocations	N/A	N/A	13,784	-	FMV	Gifts In-Kind	Gifts In-Kind
							International

6,969,342 38,375

UNITED WAY OF LANCASTER COUNTY
BOARD OF DIRECTORS 2008/2009



United Way
of Lancaster County

OFFICERS

Chair of the Board	Stephen E. Stockwell
Vice Chair, Administration	Stephen J. Senkowski
Vice Chair, Communications	Nancy Tulli
Vice Chair, Community Impact	Joan K. Paxton
Vice Chair, Fund Raising	Michael A. Frey
Vice Chair, Planning	Patricia T. Stockwell
Vice Chair, Finance and Administration	Robert E. Newcomer
Assistant Vice Chair, Finance	Kathy Pandelidis Granbois
Secretary	Susan E. Savage

TERM ENDING 2009

Thomas T. Baldrige
Larry Brown
Charito Calvachi-Mateyko
Linda L. Castagna
Sharon Greelish
Cody
Nancy Fisher
M. Eugene Hannum
Anne F. McGrann
Sharron Nelson
Joan K. Paxton
William J. Reuter
Rolando Santiago
Robin D. Stauffer
Stephen E. Stockwell

TERM ENDING 2010

Tina Bell
Jennifer Craighead
Mark Duncan
John Fitzkee
Tracy F. Fletcher, II
Michael A. Frey
Meg Graham
Kathy Pandelidis Granbois
Tom Hernquist
Sheryl Holzbauer
Andrew Jones
Greg Lefever
Marcia Lefever
Patricia T. Stockwell
Nancy Tulli
Richard A. Watson, Jr.

TERM ENDING 2011

Shaun Balani
Scott Burky
Greg Carey
Joe Harriger
Christine Hertneky
Joanne B. Ladley
Joseph Morales
Robert E. Newcomer
Bethany Novis
Carol Phillips
Anthony J. Purcell, Sr.
Mary Renner
Fran Rodriguez
Fernando Sanchez
Stephen Senkowski
David F. Wolf

EXOFFICIO

Jan L. Bergen
Jay Bucher
Karen F. Heinle
Carol Hess
David E. Hosler

Barbara K. Kellam
Walt Legenstein
Nelson M. Polite, Sr.
Robert W. Simons
Philip R. Wenger

EXTENDED TERM

Susan E. Savage

UNITED WAY OF LANCASTER COUNTY

BYLAWS

ARTICLE I

NAME AND LOCATION

1. The name of this corporation is UNITED WAY OF LANCASTER COUNTY.
2. The corporation is located at the Lancaster County Community Services Center, 630 Janet Avenue, Lancaster, Pennsylvania, 17601.

ARTICLE II

NOT-FOR-PROFIT CORPORATION

1. United Way of Lancaster County is a corporation organized under Section 7103 of the Pennsylvania Nonprofit Corporation Law of 1972.
2. The corporation is operated exclusively for charitable purposes and has established its tax-exempt status under Section 501(c)(3) of the Internal Revenue Code.

ARTICLE III

CORPORATE MISSION

Our mission is to build a stronger Lancaster County by mobilizing the caring power of our community.

ARTICLE IV

MEMBERSHIP

SECTION A: Members

Any person contributing to the United Way shall be a member during each fiscal year of the corporation in which such contribution is made.

SECTION B: Responsibilities and Privileges of Members

Members of the corporation may:

1. Attend meetings of the corporation.
2. Participate in the election of the Board of Directors.
3. Receive reports from the Board of Directors.
4. Adopt, amend, repeal, or ratify the bylaws of the corporation, except as otherwise set forth in ARTICLE X.

ARTICLE V

MEETINGS OF THE CORPORATION

SECTION A: Meetings

1. Annual Meeting—Members of the corporation shall meet once a year:
 - a. To elect directors from the single slate submitted by the Nominating Committee. Nominations may also be submitted from the floor. Nominations to be submitted from the floor must have been received by the chair of the board at least five days prior to the meeting and must have been accompanied by the written consent of the proposed nominee.
 - b. To receive reports on the activities of the United Way of Lancaster County.
 - c. To adopt, amend, repeal, or ratify the bylaws of the corporation, if necessary, except as otherwise set forth in Article X.
2. Special Meetings—Special meetings may be called at any time by the chair of the board, or by the collective action of five directors. The purpose of such meetings must be described in notice of meetings as set forth below.
3. Notice of Meetings—Notice of annual or special meetings, including place, time and purpose shall be given as follows:
 - a. By written notice to directors at least fifteen (15) days in advance of the meeting.
 - b. By announcement in the public news media in Lancaster County at least fifteen (15) days in advance of the meeting.

SECTION B: Voting

Each member may cast one vote on each item coming before a meeting of the corporation. No member may vote by proxy at any meeting.

SECTION C: Quorum

A quorum of the membership shall consist of fifty (50) persons entitled to vote.

ARTICLE VI

BOARD OF DIRECTORS

SECTION A: Responsibilities

1. Management of the Corporation—The Board of Directors shall:
 - a. Be legally accountable for all aspects of the corporation's operations.
 - b. Act as trustee of the corporation on behalf of donors and funding sources.
 - c. Determine the purpose and objectives of the corporation.
 - d. Establish long-range goals, policies and other guidelines for operations.
 - e. Authorize program direction.
 - f. Invest resources to financially affiliated partners, and to partners, or groups which meet the eligibility requirements for funding as defined in ARTICLE IX, SECTION A, but which have not been formally accepted as financially affiliated partners.
 - g. Evaluate the results of operations.
 - h. Establish standing committees and ad hoc committees, and delegate work to such committees to assist the Board in carrying out its responsibilities.
2. Election of Officers—The Board shall elect the officers of the corporation from the slate presented by the Nominating Committee.
3. Appointment of the President—The Board shall appoint a president who shall serve as the staff executive officer and who shall be accountable to the Board of Directors through the chair of the board. The president shall have the authority to employ, supervise, and release all other employed staff, to make staff assignments, and to administer staff services within the framework of policies, major plans and budgets adopted by the Board of Directors.
4. Report to the Corporation—The Board shall submit a report of its activities at each regular meeting of the corporation and seek such counsel on general policy as is appropriate.

SECTION B: Composition and Terms

1. Directors—The Board of Directors shall consist of at least forty-two (42), but no more than forty-eight (48), elected directors, and such ex officio directors as may be appointed from time to time as herein provided, all of whom shall be members of the corporation, volunteers, and reside or work in Lancaster County. The directors shall not be paid personnel of this corporation nor of any organization that is financially affiliated.

2. Term of Office—One-third of the directors shall be elected each year for terms of three years, and shall serve until successors have been elected at the annual meeting of the corporation. Directors may succeed themselves at the expiration of their initial term for one succeeding three-year term, but then may not serve as directors again until the expiration of at least three successive years following the last year of their service. A director who has completed two consecutive terms shall be eligible for appointment as an ex officio director. Service as an ex officio shall not affect the eligibility of an individual to serve two consecutive three-year terms as an elected director. A director who has completed two consecutive terms shall be eligible for appointment or election as chair, vice chair, or secretary of the board.
3. Vacancies—Should a vacancy develop on the Board of Directors, the chair of the board shall appoint, upon recommendation of the Nominating Committee and approval by the Board, an individual to fill the unexpired term. If such appointment is for nineteen (19) months or more, the appointee may be nominated for a succeeding three-year term. If elected, the individual may serve a three-year term, but thereafter may not serve until the expiration of at least three successive years following the last year of service. If such appointment is for fewer than nineteen (19) months, the appointee shall be eligible for nomination to two successive three-year terms. Thereafter, the three-year out-of-service provision would apply.
4. Ex Officio Directors—Appointment of ex officio directors shall be made upon recommendation of the chair of the board and with the approval of a majority of the directors present and voting. The immediate past chair of the board may serve as an ex officio director for a period of one year. All ex officio directors shall be entitled to vote.

SECTION C: Officers

Officers of this corporation shall be chair of the board, secretary, vice chair of finance, and assistant vice chair of finance, and such vice chairs as are appointed or elected by the Board of Directors. Duties shall be those normally assigned to such offices.

The chair of the board, secretary, vice chair of finance and assistant vice chair of finance shall be chosen from among elected directors and may have their terms extended in order to serve. The vice chairs may be chosen from among elected directors, or, if selected otherwise, shall become ex officio directors.

Each vice chair may be assigned administrative responsibility for any one of the operating divisions of the corporation and shall be an ex officio member with a vote on all committees within that assigned division.

Terms of office shall be for one year or until succeeding officers are elected. Officers may serve more than one term.

SECTION D: Meetings and Quorum

1. Meetings—Regular meetings of the Board of Directors shall be held at the call of the chair of the board. The time and place of regular meetings shall be determined by the Executive Committee. Special meetings may be held at the call of the chair of the board, or by the collective action of five directors, upon notice at least two days in advance of the meeting.
2. Quorum—A quorum of the Board of Directors shall consist of twenty (20) directors.

ARTICLE VII

COMMITTEES OF THE BOARD

SECTION A: Executive Committee

1. Responsibilities—The Executive Committee shall:
 - a. Approve the appointment of committee chairs.
 - b. Evaluate recommendations of standing and ad hoc committees.
 - c. Review the corporate organization and structure, and plan for its development.
 - d. Submit reports and recommendations to the Board of Directors.
 - e. Review the operating budget.
 - f. Coordinate the direction of the operating divisions.
 - g. Approve salary range of president.
 - h. Act on behalf of the Board of Directors in emergency situations.
2. Members—The Executive Committee shall consist of the officers of the corporation and chairs of the standing committees. Other members may be added at the discretion of the chair of the board and upon approval of the Board of Directors. The immediate past chair of the board may serve as ex officio member for a term of one year.
3. Meetings and Quorum—Meetings of the Executive Committee shall be held at the call of the chair of the board. A quorum shall consist of a majority of the current members, including the chair of the board.

SECTION B: Nominating Committee

1. Responsibilities—The Nominating Committee shall:
 - a. Determine criteria for selection of nominees to the Board of Directors based on corporate purpose and objectives.
 - b. Present to the members of the corporation at the annual meeting a single slate of nominees for election to the Board of Directors.
 - c. Present to the Board of Directors a slate of officers for the ensuing year.
 - d. Recommend a pool of names from which the chair of the board will choose an individual for appointment to fill a vacancy on the Board of Directors, or in an officer position, which may occur during the year.
2. Members—Appointment and Term

- a. The Nominating Committee shall consist of nine members who are active directors at the time of their appointment.
 - b. One-third of the members of the Nominating Committee shall be appointed each year for a term of three years and shall serve until successors have been appointed. Members of the Nominating Committee may not succeed themselves.
 - c. The chair of the board, within thirty (30) days following election to office, shall appoint persons to fill vacancies on the Nominating committee, and shall designate the chair, with the approval of the Executive Committee.
3. Meetings and Quorum—The Nominating Committee shall meet throughout the year at the call of the committee chair. A quorum shall consist of a majority of the current members.

ARTICLE VIII

OPERATING DIVISIONS AND COMMITTEES

There shall be five operating divisions consisting of such standing and ad hoc committees as are necessary to carry out the plans and programs authorized by the Board of Directors.

The leadership of committees shall be appointed annually by the chair of the board with approval of the Executive Committee. All committee members shall be appointed annually by the committee chair. Committees shall meet at the call of the committee chair. A quorum shall consist of a majority of the current members of any committee.

SECTION A: Resource Development

The Resource Development Division shall:

1. Recommend resource development policies and plans.
2. Plan and conduct year-round resource development activities such as deferred giving and solicitation of foundation grants.
3. Conduct an annual campaign to meet the resource development goal approved by the Board of Directors.
4. Establish and maintain liaison between the United Way and local labor organizations; help recruit and orient labor leadership for volunteer service to the United Way movement and other community service partners.
5. Evaluate all resource development activities.

SECTION B: Community Impact

The Community Impact Division shall:

1. Propose United Way goals and funding objectives to assist in determining investment of resources to partners.
2. Encourage and participate in cooperative planning among public and private agencies, including local, regional and state organizations.
3. Maintain an effective relationship with financially affiliated partners.
4. Encourage financially affiliated partners to do internal planning relative to their respective goals and services.
5. Recommend annual investment to financially affiliated partners.
6. Recommend distribution of resources to meet community needs.
7. Recommend partners for financial affiliation with United Way.
8. Recommend termination of financially affiliated partners.

SECTION C: Communications Division

The Communications Division shall:

1. Conduct a systematic year-round communications program designed to inform and monitor public opinion about the United Way and financially affiliated partners.
2. Develop and maintain media relationships that will foster interest in the United Way and financially affiliated partners.
3. Implement a communications plan specifically designed to support the annual campaign and other programs.
4. Conduct research concerning attitudes and opinions of the general public and/or specific segments of the community.

SECTION D: Planning Division

The Planning Division shall:

1. Create, implement, coordinate, focus and maintain the planning efforts of all areas of the United Way of Lancaster County in order to have the most effective organization.
2. Define ways that the United Way can take a pro-active role and best anticipate changing human service needs in Lancaster County.
3. Provide an internal planning system which will identify human service needs, and encourage the development and resource support of programs to meet such needs.
4. Encourage and participate in cooperative planning among public and private agencies, including local, regional and state organizations.

5. Assess proposed and existing legislation and its implementation as it affects the provision of human services, and recommend appropriate action.

SECTION E: Administration Division

1. The Finance and Administration Committee shall:

- a. Assure sound financial management and accountability of resources, including development and recommendation of financial policies to the Board of Directors.
- b. Provide advice and guidance to the President and Executive Committee on fiscal matters.
- c. Review and evaluate financial statements.
- d. Authorize the annual audit; evaluate the auditor's recommendations and submit a report to the Board of Directors.
- e. Authorize disbursements of resources to partners within approved investments.
- f. Recommend a proposed United Way annual operating budget to the Board of Directors.

The chair of the Finance and Administration Committee shall be appointed by the chair of the board with the approval of the Executive Committee. The vice chair of finance of the corporation shall be a member of the committee. Other members shall be appointed by the committee chair.

The Finance and Administration Committee shall meet throughout the year at the call of the committee chair. A quorum shall consist of a majority of the current members.

2. The Personnel Advisory Committee shall:

- a. Except as otherwise expressly provided in the bylaws, develop, review and recommend policies affecting employed staff, including conditions of employment, economic benefits, staff development opportunities and salary administration.
- b. Serve as a resource to the Chair of the Board and President on all personnel matters.

The chair of the Personnel Advisory Committee shall be appointed by the chair of the board with the approval of the Executive Committee. Other members shall be appointed by the committee chair.

The Personnel Advisory Committee shall meet throughout the year at the call of the committee chair. A quorum shall consist of a majority of the current members.

ARTICLE IX

FINANCIALLY AFFILIATED AGENCIES

SECTION A: Eligibility

Any legally incorporated, nonprofit voluntary human service organization shall be eligible to apply for financial affiliation with the United Way provided that it is tax-exempt under Section 501(c)(3) of the Internal Revenue Code.

SECTION B: Requirements for Affiliation

The Board of Directors shall prescribe conditions for the acceptance of organizations as financially affiliated partners and for the maintenance of such status. This affiliation shall be evidenced by a written agreement between the United Way and each partner.

ARTICLE X

AMENDMENTS

Except as otherwise required by law, the Board of Directors shall have the power to adopt, amend, or repeal the bylaws of the corporation by vote of two-thirds of the directors present at any regular or special meeting of the Board of Directors where such proposed action has been described in the notice of the meeting.

Action by the Board of Directors to adopt, amend, or repeal the bylaws becomes operative immediately, but must be ratified by the Members of the corporation at the next annual meeting.

ARTICLE XI

RULES OF ORDER

All meetings of the organization shall be conducted in accordance with Robert's Rules of Order Revised.

ARTICLE XII

FISCAL YEAR

The fiscal year of this corporation shall be as determined by the Board of Directors.

ARTICLE XIII

The members, officers, directors, committee members, employees and persons served by this corporation shall be selected entirely on a nondiscriminatory basis with respect to race, creed, color, religion, gender, age (over 40), national origin, ancestry, physical or mental disability, sexual orientation, veteran status or any characteristic protected by law.

ARTICLE XIV

PERSONAL LIABILITY OF DIRECTORS AND INDEMNIFICATION OF VOLUNTEER OFFICERS, DIRECTORS AND COMMITTEE MEMBERS

A director shall not be personally liable as a director for monetary damages for any action taken, or any failure to take any action, except to the extent that exemption from liability for monetary damages is not permitted under the laws of the Commonwealth of Pennsylvania as now or hereafter in effect. The provisions of this Article are intended to exempt the directors from liability for monetary damages to the maximum extent permitted under the Pennsylvania Directors Liability Act, Section 8361 of Title 42 of the Pennsylvania Consolidated Statutes, or under any other law now or hereafter in effect. Without limitation of the above, a director shall not be liable for monetary damages for any action taken or failure to take any action, unless: the director has breached or failed to perform the duties of his office under Section 8363 of Title 42 (Judiciary and Judicial Procedure) of the Pennsylvania Consolidated Statutes, and the breach or failure to perform such duties constitutes self-dealing, willful misconduct or recklessness. This section shall not apply to the responsibility or liability of a director pursuant to any criminal statute, or the liability of a director for the payment of taxes pursuant to local, State or Federal law. No amendment to or repeal of this section shall apply to or have any effect on the liability or alleged liability of any director for, or with respect to, any acts or omissions of such director occurring prior to such amendment or repeal.

Every person who is, or shall be, or shall have been, a volunteer director, officer, or member of a committee of the corporation and his or her personal representatives shall to the fullest extent permitted under the laws of the Commonwealth of Pennsylvania, be indemnified by the corporation against all costs and expenses actually and reasonably incurred by or imposed upon him or her in connection with or resulting from any threatened, pending or completed action, suit, claim or proceeding to which he or she may be made a party or threatened to be made a party by reason of his or her being or having been a director, officer, or member of a committee of the corporation, except in relation to such matters as to which he or she shall finally be adjudicated in such action, suit, claim or proceeding to have acted in bad faith and to have been liable by reason or willful misconduct or willful negligence in the performance of his or her duty as director, officer, or member of a committee. Costs and expenses of actions for which this Article provides indemnification shall include, among other things, attorneys' fees, judgments, fines, penalties and reasonable amounts paid in settlement. The corporation may advance such expenses prior to final disposition of the matter upon receipt of an agreement by the person seeking the advance to repay all amounts advanced if it is ultimately determined upon final disposition of such action, suit or proceeding that he or she is not entitled to be indemnified by the corporation. The corporation shall not be liable to make any payment of amounts hereunder if and to the extent that the person seeking indemnification hereunder has received payment under any insurance policy, contract, agreement or otherwise.